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| APPLICATION NO. | FILING DATE | FIRST NAMED INVENTOR | ATTORNEY DOCKET NO. | CONFIRMATION NO. |
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| 09/682,522 | 09/14/2001 | David Cooper | 200-1025 DBK | 2619 |
| 28395 | 7590 | 10/07/2005 | EXAMINER | |
| BROOKS KUSHMAN P.C./FGTL 1000 TOWN CENTER 22ND FLOOR SOUTHFIELD, MI 48075-1238 | | | MORAWSKI, LINDA | |
| | | | ART UNIT | PAPER NUMBER |
| | | | 3623 | |

DATE MAILED: 10/07/2005

Please find below and/or attached an Office communication concerning this application or proceeding.

Office Action Summary

Application No.

09/682,522

Applicant(s)

COOPER ET AL.

Examiner

Linda Morawski

Art Unit

3623

-- The MAILING DATE of this communication appears on the cover sheet with the correspondence address --

Period for Reply

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE 3 MONTH(S) OR THIRTY (30) DAYS, WHICHEVER IS LONGER, FROM THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed after SIX (6) MONTHS from the mailing date of this communication.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133). Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

Status

- 1) ☒ Responsive to communication(s) filed on 14 September 2001.
- 2a) ☐ This action is **FINAL**. 2b) ☒ This action is non-final.
- 3) ☐ Since this application is in condition for allowance except for formal matters, prosecution as to the merits is closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

Disposition of Claims

- 4) ☒ Claim(s) 1-22 is/are pending in the application.
- 4a) Of the above claim(s) _____ is/are withdrawn from consideration.
- 5) ☐ Claim(s) _____ is/are allowed.
- 6) ☒ Claim(s) 1-22 is/are rejected.
- 7) ☐ Claim(s) _____ is/are objected to.
- 8) ☐ Claim(s) _____ are subject to restriction and/or election requirement.

Application Papers

- 9) ☐ The specification is objected to by the Examiner.
- 10) ☒ The drawing(s) filed on 14 September 2001 is/are: a) ☒ accepted or b) ☐ objected to by the Examiner.
Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).
Replacement drawing sheet(s) including the correction is required if the drawing(s) is objected to. See 37 CFR 1.121(d).
- 11) ☐ The oath or declaration is objected to by the Examiner. Note the attached Office Action or form PTO-152.

Priority under 35 U.S.C. § 119

- 12) ☐ Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f).
- a) ☐ All b) ☐ Some * c) ☐ None of:
1. ☐ Certified copies of the priority documents have been received.
2. ☐ Certified copies of the priority documents have been received in Application No. _____.
3. ☐ Copies of the certified copies of the priority documents have been received in this National Stage application from the International Bureau (PCT Rule 17.2(a)).

* See the attached detailed Office action for a list of the certified copies not received.

Attachment(s)

- 1) ☒ Notice of References Cited (PTO-892)
- 2) ☐ Notice of Draftsperson's Patent Drawing Review (PTO-948)
- 3) ☐ Information Disclosure Statement(s) (PTO-1449 or PTO/SB/08)
Paper No(s)/Mail Date _____
- 4) ☐ Interview Summary (PTO-413)
Paper No(s)/Mail Date. _____
- 5) ☐ Notice of Informal Patent Application (PTO-152)
- 6) ☐ Other: _____

clv

Claim Rejections - 35 USC § 102

1. The following is a quotation of the appropriate paragraphs of 35 U.S.C. 102 that form the basis for the rejections under this section made in this Office action:

(e) the invention was described in (1) an application for patent, published under section 122(b), by another filed in the United States before the invention by the applicant for patent or (2) a patent granted on an application for patent by another filed in the United States before the invention by the applicant for patent, except that an international application filed under the treaty defined in section 351(a) shall have the effects for purposes of this subsection of an application filed in the United States only if the international application designated the United States and was published under Article 21(2) of such treaty in the English language.

2. Claims 1, 3-18 and 20 are rejected under 35 U.S.C. 102(e) as being anticipated by Cirinna et al (US2002/0173973).

As per claim 1, Cirinna teaches a website to retrieve an employee identification credential from a client computer in response to the client's HTTP request (paragraph 13), where the employee credential includes an employee name and function attribute (58); present human resource information and services to the client (claim 11), at least one of which is access to the employee's personal data of record (76) which are based upon the employee identification credential (76); and receive input from the client updating the employee's personal data of record (claim 17, perform employment-related function).

As per claim 3, Cirinna teaches the human resource information and services presented additionally comprise employment benefits information and services (76, benefits).

As per claim 4, Cirinna teaches one of the employment benefits services comprises an interactive retirement earnings estimation (76, compensation and employee data).

As per claim 5, Cirinna teaches the employment benefits information comprises the employee's total compensation (76, compensation).

As per claim 6, Cirinna teaches the human resources information and services additionally comprise employee compensation information of record (76, employee data).

As per claim 7, Cirinna teaches the human resource information and services presented additionally comprise vehicle lease and purchase information and services (76, employee discounts).

As per claim 8, Cirinna teaches the vehicle purchase service comprises an interactive vehicle lease and purchase transaction (76, online benefits).

As per claim 9, Cirinna teaches the human resource information and services comprising life events and support information (76, benefits).

As per claim 10, Cirinna teaches the human resource information and services comprise management information and services which are presented to employees having an employee identification credential containing a management employment function attribute (76, workforce management).

As per claim 11, Cirinna teaches the information comprises employee data for all subordinates to the manager accessing the website (76, workforce management).

As per claim 12, Cirinna teaches additional configuration to receive input updating a subordinate employee's job data (70, personnel management).

As per claim 13, Cirinna teaches the information and services comprise professional development information and services (76, training).

As per claim 14, Cirinna teaches professional development information comprises employee education and training class information and schedules (70, training).

As per claim 15, Cirinna teaches the professional development services comprise interactively registering an employee for an employee education or training class (76, web seminars).

As per claim 16, Cirinna teaches the professional development information comprising an employee's education training history (76, training).

As per claim 17, Cirinna teaches presenting an employee manager with the training history of all the manager's subordinates (70, training).

As per claim 18, Cirinna teaches the information and services comprise employment policy and program information (70, knowledge).

As per claim 20, Cirinna teaches a server connected to a human resource database and serving the website to a plurality of client computers via a network (paragraph 12-13), the server configured to: retrieve employee identification credential from a client computer in response to a client's HTTP request at the human resource website wherein the credential includes an employee name and role attribute (paragraph 43 and (76)); serve human resource information and services to the client,

at least one of which comprises access to the employee's personal information record (Figure 3) wherein the information and services are presented based upon the credential (paragraph 43); and receive input from the client updating the personal information record (76).

Claim Rejections - 35 USC § 103

3. The following is a quotation of 35 U.S.C. 103(a) which forms the basis for all obviousness rejections set forth in this Office action:

(a) A patent may not be obtained though the invention is not identically disclosed or described as set forth in section 102 of this title, if the differences between the subject matter sought to be patented and the prior art are such that the subject matter as a whole would have been obvious at the time the invention was made to a person having ordinary skill in the art to which said subject matter pertains. Patentability shall not be negated by the manner in which the invention was made.

4. Claims 2 and 21 are rejected under 35 U.S.C. 103(a) as being unpatentable over Cirinna.

As per claims 2 and 21, Cirinna does not explicitly teach a cookie that contains the employee identification credential (Official notice is taken that both the concept and the advantage of utilizing a cookie with an interactive website is well known and expected in the art. It would have been obvious to one of ordinary skill in the art at the time of the invention to use a cookie in conjunction with an interactive website to facilitate the storage and retrieval of information).

5. Claims 19 and 22 are rejected under 35 U.S.C. 103(a) as being unpatentable over Cirinna in view of Wagorn et al (US 2002/0002509).

As per claim 19 and 22, Cirinna does not explicitly teach a server redirecting based upon language attribute to another information site in the designated language of the attribute. Wagorn teaches that it is known to use a central database which diverts to another database in a different language based upon information submitted by the user (see Figure 4 and paragraphs 146-148) for the purpose of accommodating the language preference of the user. Wagorn is an analogous art in that it also teaches web services that access databases based upon the user input. Therefore, it would have been obvious to one of ordinary skill in the art at the time of the invention to modify the web system of Cirinna with the language adaptability system of Wagorn for providing the information in the user preferred language.

Conclusion

The prior art made of record and not relied upon is considered pertinent to applicant's disclosure. The following patents contain information similar to the application material with respect to the art of providing web-based services. Roberts et al (US 6,792,605), Barnes et al (US 5,970,475), Cirinna et al (US 2005/0033602), Wesinger et al (US 5,778,367), Amstein et al (US 5,793,966), and Gross et al (US 2002/0149616). Also included in this art are non-patent literature references: USI, Largest National Broker and Administrator of Employee Benefits, Selects Ultralink as Technology Partner, Business Wire (New York), Oct 31, 2000, pg. 1 and BenefitPoint's

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Net-Based Employee Benefits Management Application is Built on BEA in Just Five Months, PR Newswire (New York), Mar 7, 2001, pg. 1.


Any inquiry concerning this communication or earlier communications from the examiner should be directed to Linda Morawski whose telephone number is 571-272-6931. The examiner can normally be reached on Monday through Friday, 8:00 am to 5:00 pm.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Tariq Hafiz can be reached on 571-272-6729. The fax phone number for the organization where this application or proceeding is assigned is 571-273-8300.

Information regarding the status of an application may be obtained from the Patent Application Information Retrieval (PAIR) system. Status information for published applications may be obtained from either Private PAIR or Public PAIR. Status information for unpublished applications is available through Private PAIR only. For more information about the PAIR system, see <http://pair-direct.uspto.gov>. Should you have questions on access to the Private PAIR system, contact the Electronic Business Center (EBC) at 866-217-9197 (toll-free).

LMM

LMM
9.30.2005


TARIQ R. HAFIZ
SUPERVISORY PATENT EXAMINER
TECHNOLOGY CENTER 3600